

# Round about.

LOCAL BUSINESS IS OUR BUSINESS

## C-Tech

Making cool things go fast

## MyHR

Cost effective, outsourced HR

## SMEtric Insights

Forecasting during Covid-19



Stronger together

[www.rosebankbusiness.co.nz](http://www.rosebankbusiness.co.nz)

# ALL OVER ROSEBANK ROAD

## Current Listings

**For Lease**



**67-69 Patiki Road, Avondale**  
 Floor area: 1,373sqm  
[bayleys.co.nz/1691100](http://bayleys.co.nz/1691100) Industrial

**For Lease**



**81 Te Atatu Road, Te Atatu Peninsula**  
 Floor area: 330sqm  
[bayleys.co.nz/1691097](http://bayleys.co.nz/1691097) Industrial

**For Lease**



**515 Rosebank Road, Avondale**  
 Floor area: 474sqm  
[bayleys.co.nz/1691108](http://bayleys.co.nz/1691108) Industrial

**For Lease**



**2/8 Clark Street, New Lynn**  
 Floor area: 160sqm  
[bayleys.co.nz/1687049](http://bayleys.co.nz/1687049) Industrial

**For Lease**



**3/4 Laurenson Road, Hobsonville**  
 Floor area: 348sqm  
[bayleys.co.nz/1690599](http://bayleys.co.nz/1690599) Industrial

**For Lease**



**55 The Concourse, Henderson**  
 Floor area: 2,633sqm  
[bayleys.co.nz/1686873](http://bayleys.co.nz/1686873) Industrial


## Recent Deals

**SOLD**



**35 Bancroft Crescent, Glendene**

**LEASED**



**25 Copsy Place, Avondale**

**SOLD**



**C/527 Rosebank Road, Avondale**

Sunil Bhana 021 938 660 [sunil.bhana@bayleys.co.nz](mailto:sunil.bhana@bayleys.co.nz)  
 Mark Preston 027 393 9286 [mark.preston@bayleys.co.nz](mailto:mark.preston@bayleys.co.nz)  
 Sam Raines 021 0286 6812 [sam.raines@bayleys.co.nz](mailto:sam.raines@bayleys.co.nz)

Rick Kermode 021 882 452 [rick.kermode@bayleys.co.nz](mailto:rick.kermode@bayleys.co.nz)  
 Stuart Bode 027 493 6223 [stuart.bode@bayleys.co.nz](mailto:stuart.bode@bayleys.co.nz)  
**BAYLEYS REAL ESTATE LTD, LICENSED UNDER THE REA ACT 2008**

**For the best results, work with the best real estate agency.**

# In This Issue

## 4 FROM OUR PERSPECTIVE

- 4 RBA CEO, Mike Gibson
- 6 RBA Chair, Bernard McCrea

## 8 ROSEBANK ADVOCATES

## 9 RBA NEWS

- 11 Feeding the Elephants
- 12 MyHR
- 14 C-Tech
- 18 Member Profiles
- 20 Kim's Corner

## 16 SUSTAINABILITY

- 16 Unjumbling Eco terms - André Hendriks
- 17 Spills - Wilkinson Environmental Ltd

## 21 BUSINESS NUTS & BOLTS

- 21 Demand Forecasting during COVID-19
- 22 Assigning a Commercial Lease
- 23 5 Tips to help plan ahead



**Cover:** C-Tech Directors: Alex Vallings, Lyn Holland and Chris Kitchen.  
Photo: Sharlene Ferguson - Focal Point Photos

With thanks to our partners ...



### EDITORIAL AND ADVERTISING ENQUIRIES:

Phil Clode,  
Business Development Manager  
Mobile: 027 448 7009  
E: phil@rosebankbusiness.co.nz

### ROSEBANK BUSINESS ASSOCIATION

18 Jomac Place, Rosebank.  
PO Box 151190, New Lynn, 0640, Auckland  
Phone: 09 820 0551  
E: info@rosebankbusiness.co.nz

[www.rosebankbusiness.co.nz](http://www.rosebankbusiness.co.nz)

[www.facebook.com/rosebankbusiness](https://www.facebook.com/rosebankbusiness)



The Rosebank Roundabout is published by the Rosebank Business Association Inc. Copies are distributed free to approximately 1200+ businesses and in the Rosebank and other West Auckland districts. Editorial included in this publication reflects the opinions of the contributing authors and does not necessarily represent the views of the RBA.

# From Our Perspective

RBA CEO **Mike Gibson** gives his perspective on what's happening in Rosebank



## What a year it's been!

**Mike Gibson,**  
RBA CEO

Many words of wisdom have been proffered around the effect that Covid-19 has inflicted on businesses particularly small business. We entered the July/August of 2019 in a position of real strength, continuous balance sheet growth and stability in our work force of five. Memberships were continuing to grow and exceeded 300 private good members for the first time, forward bookings for events were very strong with full engagement from our partners, Private Good incomes were on budget and "all was sweet."

Come the October quarter and AGM time 2019 we were thrown a curve ball - three changes to our permanent staff occurred within three weeks, Julie (our membership queen decided

living and working in the city was more attractive than Rosebank) Kelli our stalwart Financial Manager was attracted to take the treasurers role at her children's primary school in Henderson, and Briar came back from her Canadian holiday convinced early retirement from her part time role was her future.

This quarter took us through to January 2020 and a welcome to the New Year with a bang that eventually drove most businesses into reverse.

Operationally Julie was replaced by Kim Watts, Kelli by Maureen McDonnell and Anouschka who had been undertaking event management extended this with the intent of developing a continuous event schedule thru 2020.

Alas Covid-19 arrived late February and as we all know the impact was immediate and financially damaging. Monthly revenue levels went back to 2015/16 levels immediately reducing external cash flows that dictated what we did and when, and almost instantly we had become very good friends with Mr Zoom.

Subsequent to this not a lot has changed, we have survived, membership numbers are down 7%, Events (other than Zoom sessions) are close to non-existent. Monthly revenues are down 20% plus but prudent managed cash flow has seen a gradual profit being generated.

Economists are predicting the NZ Government will need to find creative growth measures to repay Covid related borrowing and debt. As an economic corollary to this the RBA will be needing to find creative means and measures for its own growth and survival in 2021 and beyond.

From October 1st we will welcome

new board Chair Stefan Crooks and Treasurer Janine Roberts, and new board members Michelle Robinson (Autex Industries), Wayne Eccles (Anglo Engineering) as well as a special welcome return to a former RBA Chair Michelle Maitland.

In signing off can I personally thank Dr Grant Hewison and retiring 2019/2020 board member Natalie Bilyard for their contributions and finally to outgoing Chair Bernie McCrea and Treasurer Steve Early for their absolute commitment, diligence, advice and creativity in RBA Governance during their terms in office.

We will all miss the power of the one hour board meetings, the real art of understanding and developing productive Board Governance, managing the true functions of a Board of Management that has allowed and encouraged the Chief Executive to steer the RBA ship always with tomorrow in mind.

PS: I also please advise you that as from the 1st October 2020 as part of my exit strategy and retirement plan, I am reassigning the management of all Private Good (publishing, website, social media, memberships, partnerships and events) to Phil Clode. I will continue to align myself with Rosebank Public Good elements comprising RBA Governance, security, waste management and advocacy and will retire completely some time during 2021.

Cheers and best wishes,  
Mike Gibson.



**Spark**<sup>nz</sup>  
LITTLE CAN BE HUGE



**WE'VE GOT YOUR  
IT NEEDS COVERED  
IN WEST AUCKLAND**

There's one way to make sure your business is getting the best IT support - talk to your local Spark Hub here in Waitakere. We partner with IT360 to provide specialised IT solutions to small and medium sized businesses throughout the region. From cloud and server solutions, managed services and network security to plain and simple good advice, Spark Hub Waitakere is the one place that can help you with all your IT needs. Plus, to keep it simple all these services are billed to your Spark account.

Talk to Spark Business Hub Waitakere today about your IT solutions or email [info@hubwaitakere.co.nz](mailto:info@hubwaitakere.co.nz)

**FIND YOUR BUSINESS EDGE**

**0800 BUSINESS**

# From Our Perspective

RBA Chairman **Bernie McCrea** gives his perspective on things that he has been thinking about

## And “that’s all he wrote”

### Bernard McCrea

RBA Chairman

This is my final 400-word article in my role as Chairman of the RBA. Its been four years as Chairman and two more on the RBA board so six years since I started working with the RBA. Wow, I didn't think it was that long in a good sense.

My observations are that you always learn a lot from being on boards of any description. You learn about your business colleagues and how they work, issues they face and that most are like you in that they are all trying to make a dollar for their workers, customers and shareholders.

Being within the RBA and looking through the Governance lens you learn a lot about how Business Associations are woven into Council Wards, then into Auckland Council groups, and then into other Business Associations and that we are all custodians of Ratepayers dollars so we must spend their dollars wisely.

So, looking forward, my predications for the next six years are:

- Firstly, there'll be Covid war stories we

can all share. They'll be much like the GFC stories, the 87 crash stories etc. New people will come though and think (again) that markets can only go one way and every investment is a risk-free investment.

- People will generally be more conservative with their thinking and their cash. Context being there will still be a lot of debt that needs to be repaid. I'd estimate 9-10 years of good GDP growth and careful Government spending will see us through this Covid experience economically.
- Businesses will be focused on long term growth vs. short term market share. The new norm will be about not over expanding. Hence job markets will offer less not more.
- We will continue to be well served by the Reserve Bank. Its independence is its strength and will enable it to assist any Government with its economic policies.
- There'll always be another health pandemic. Pathogens by their very nature are always looking for a weak link in the biological chain.
- Traffic will remain the number one priority. Our roads are arterial roads and as we know and experience in our bodies, arteries are the ones that pump the oxygen to make the body stronger,

hence the stronger together applies.

I have worked and met many people throughout the years within the RBA and other Business Associations and I thank you for sharing your experiences and collegiality.

I wish you every success and I'm always available to talk to you.

Best regards to you all,

Bernie



**Bu-Mac**  
**ENGINEERING**

- Precision Engineering
- Breakdowns and Repairs
- CNC Machining
- Fabrication

6 Corban Ave, Henderson.  
Email: james@bumac.co.nz

Ph: (09) 836 4417

# ORGANISING A WORK FUNCTION?



**DELIVERED COLD TO  
YOUR DOOR**



**GLASSWARE HIRE  
AVAILABLE**



**FREE DELIVERY WHEN  
YOU SPEND OVER \$100**

**USE CODE 'WORKSHOUT' AT CHECK OUT  
[WWW.SHOP.THETRUSTS.CO.NZ](http://WWW.SHOP.THETRUSTS.CO.NZ)**

**CONDITIONS:**

Free delivery for orders over \$100 and free glassware hire for orders over \$500.

Delivered cold upon request when you place your order the day before.

B2B discount code of 15% excluding promotional items



support west

# Rosebank Advocates

With **Dr Grant Hewison**, specialising in local government consultancy and legal services



Dr Grant Hewison

## Review of Auckland Council's Council Controlled Organisations: Outcomes from the Independent Panel Report

In August 2020, the Independent Panel released its Review of Auckland Council's Council-Controlled Organisations (CCOs). Expressed broadly, the Panel's terms of reference required them

to consider whether the CCOs were an efficient and effective model for delivering services, and whether the CCO decision-making model had enough political oversight, public transparency and accountability.

### So, what were some of the key outcomes of the Panel's Report?

The Panel said it received 50 submissions from community organisations and Business Associations (of which 52 per cent were negative). "Their main concerns were about the need for a better balance between commercial and public objectives, the need for better council direction to CCOs, in particular the need for the council to do most of the planning of objectives for statements of intent, a lack of CCO accountability to elected members and the public, and opaque decision-making."

With this in mind, the Review report begins by noting that the CCOs have a big presence on the council stage. They account for two-thirds of the council's services to the public, control two-thirds of its assets, and absorb half of its operational budget. For this reason alone, it is essential they work as well as possible. And in the main, the Review Panel concluded they do.

Nonetheless, the Panel suggested that the Council has the means to make three significant improvements to the model. One is to give CCOs clear strategic direction (which would enable them to translate the council's high-level plans into practical work

programmes) and the other is to give CCOs guidance on how to strike a balance between commercial and public interests (which would eliminate a good deal of the criticism levelled at CCOs by the public). The third improvement, specific to Auckland Tourism, Events and Economic Development (ATEED) and Regional Facilities Auckland is to amalgamate them. This could also involve bringing the Auckland War Memorial Museum and MOTAT under the same organisation as well as Eden Park (although this would require changes to legislation).

The Panel concluded that the other three CCOs were sound in their present form, but were not without problems, most notably:

- Auckland Transport does not collaborate enough with the council on transport strategy and setting bylaws; the unsatisfactory way it designs, consults on and implements small projects (which is a big share of its project workload); and the way it receives funding needs streamlining;
- Panuku lacks a clear purpose; it is caught up in duplicated property sales processes; it has problems with the funding of its redevelopment work; and its overheads are too high and its focus too wide;
- Watercare's infrastructure expansion work (like Auckland Transport's) is not effectively coordinated with the council and its consenting work (again like Auckland Transport's) is too slow. Two other defects - although not of its own making - are the absence of a three-waters strategy to implement, and a lack of council input into the setting of long-term water prices.

Finally, the Independent Panel made 64 recommendations for changes in their Report and together with the ATEED/ RFA Joint Memorandum on amalgamation, these were considered and adopted by Auckland Council for implementation.

Overall, it would appear that Business Associations, such as the RBA should look to maintain and strengthen their own individual and collective relationships with the CCOs, especially Auckland Transport and ATEED, as well as have input into where local economic development is led from within the Auckland Council group.

## KEEP IT SIMPLE – PRACTICAL IMMIGRATION ADVICE FOR EMPLOYERS



- Do you want to recruit candidates from outside of New Zealand to work in your business?
- Found the ideal employee in New Zealand, but they're on a working holiday visa?
- Having problems securing a work visa for an existing employee?

At New Zealand Immigration Law we are here to solve Immigration visa problems and avoid applications running into needless difficulty. Don't try and do it on your own, with over 20 years' experience we understand the NZ immigration system and requirements.

Get in touch today – [questions@nzil.co.nz](mailto:questions@nzil.co.nz) | 09 869 2952  
15 Fairlea Road, Te Atatu South, Auckland | [www.nzil.co.nz](http://www.nzil.co.nz)





# Rosebank Events

Find out about the latest **RBA** Events

## October 2020 RBA Member Hosting Presented by Bayleys

### About our Hosts

#### James Kirkpatrick Group

James Kirkpatrick Group is an Auckland-based, family owned and operated property investment company. They have been involved in Auckland's property market for 60 years and have been through many cycles of the property industry. The group continue to take a long-term investment position and offer high quality properties to lease, in excellent locations and at reasonable rents. Their mix of property provided across the portfolio offers competitive options to a cross-section of clientele ranging from small and medium businesses to large industrial users with virtually all aspects of the business handled in-house by their team. The recently completed Patiki Road development offers best in class industrial accommodation and is a fantastic addition to the Rosebank Industrial precinct.

#### Bayleys

Bayleys is New Zealand's largest full-service real estate company marketing a comprehensive selection of residential, country, commercial and industrial properties around New Zealand and the Pacific Islands.

Bayleys operates a dedicated West Auckland team of specialist commercial and industrial salespeople who have concluded a significant number of sales and leasing transactions in this region in the past 12 months. With some 230 commercial and industrial salespeople working out of 93 offices nationwide, their success in commercial property sales and leasing, from small unit titles through to high-rise office towers, is unmatched in the New Zealand property industry.

**When:** Thursday 22nd October 2020  
5.00pm - 8.00pm

**Where:** 32 Patiki Road, Avondale

**Register:** Anouschka de Gourley  
[anouschka@rosebankbusiness.co.nz](mailto:anouschka@rosebankbusiness.co.nz)



**DAYLE** 

AVONDALE | EAST TAMAKI | KOPU

**PROUDLY  
YOUR LOCAL  
FOR 40+ YEARS**



**NEXT DAY DELIVERY | 0800 DAYLE ITM**  
713 ROSEBANK ROAD, AVONDALE

# Rosebank News

News, views and any other tidbits from the Rosebank Business Community

## Crimestoppers

**Kia ora, Talofa Lava, Bula vinaka, Malo 'etau lava, greetings to all of the Rosebank Business Community.**

I am Constable Meika Campbell from the Avondale Community Policing Team and I would like to share with you some tips to prevent crime and protect your assets.

I urge all of you to call the police and report all incidents because if you don't report it, we don't know about it. We need to understand where the crime is happening so we can deploy our staff to these areas to prevent it. Fortunately, there are some things you can do to prevent becoming a victim of crime.

The layout and design of the physical environment of your building can reduce your chances of becoming a victim of crime. This can also increase the feeling of safety among your staff and customers.

Consider investing in an alarm system or getting sensor lights. Put up clear visible signs that let people know you have security measures, such as cameras and drop safes.

- Lock all doors and windows.
- Record the serial numbers of expensive electronic items and photograph these and other valuables - visit [www.SNAP.org.nz](http://www.SNAP.org.nz).

- Check for weak spots where a thief could get into your property i.e. a low sagging fence or a gate with a weak lock.
- Make sure all areas of a shop can be seen from the sales counter. Eliminate hidden or blind spots that make it easier for theft.
- Keep expensive goods in the back or on display but under lock & key.
- Note down any registrations of any suspicious vehicles and tell your staff (burglars often scope out a place beforehand).

Also happening widespread is identity crime, which is one of the fastest growing types of crime in the world and is defined as any offence involving the misuse of a personal identity. The majority of identity crime is committed with the help of computers.

- Don't give out personal information.
- Dispose of personal information securely (shred papers).
- Minimise ID documents carried around in your vehicle or workplace.

**If it's happening now CALL 111, if its already happened CALL 105 Crimestoppers 0800 555 111**

Meika CAMPBELL, Constable (MCDS69)  
Western Area, Neighborhood Policing Team,  
Avondale, Auckland, Phone 09 820 5776



## Graco Spray Equipment and new service centre arrives in West Auckland

**Syntech Surface Finishing Specialists, located in Avondale, is pleased to announce the opening of its new Graco Sales and Service Centre.**

William Bettle, Syntech Sales Director, explains "We were already committed to the expansion of the new facility to support customers and the brand before the COVID Pandemic. As with other companies I have been involved in, you need to be bold. Holding back is normally another nail in many companies coffins."



Pictured in front of the servicing centre are Syntech's Graco service technicians Martin Whelan (left), or Marty, and Glenn Brown (right). Marty is Syntech's prime contact for Graco Servicing in West Auckland. Marty has been with Syntech for many years and is a technical expert who has a systematic approach when it comes to disassembling and reassembling a Graco product. Marty and Glenn provide a prompt service you can depend on and are happy to guide customers through the process of repair, and offer their knowledge in the correct use and setup of Graco equipment.

The Graco brand of spray equipment is world-leading, and Syntech is pleased to have been involved with them for many years. For your spray equipment needs, contact the guys at Syntech and support local.



## Industrial Spray Equipment

### Available at Syntech:

- Electric Airless Sprayers
- Pneumatic Airless Sprayers
- Handheld Cordless Sprayers
- Piston Pumps
- Guns, Hoses, Nozzles and Tips



[www.syntechnz.com](http://www.syntechnz.com) | Ph: 09 820 2121 | [sales@syntechnz.com](mailto:sales@syntechnz.com) | 12B Saunders Place, Avondale

## Feeding the Elephants on Rosebank?

The Whau River Catchment Trust's 'Friends of the Whau' volunteers are working towards healthier streams along the Whau River through community participation and kaitiakitanga (guardianship and protection). The WRCT delivers a wide range of community-based ecological restoration projects in collab with the Auckland Council, the Rosebank Business Association and other key stakeholders within the catchment. Our ethos is all about having fun whilst delivering great environmental outputs.

Friends of the Whau Volunteers are helping to restore a 1.5km stretch along the Kurt Brehmer Walkway beside the Whau River on Rosebank Peninsula by planting out native trees and shrubs.

The restoration planting of native species is under threat from a large invasive grass (*Arundo donax* or Elephant Grass), which can grow to 5m high. If cut and left on site, this bamboo like grass will sprout again and keep on growing, so we need to get it off site. Luckily the grass is one of the favourite foods of Burma and Anjalee at Auckland Zoo. It's too far for them to walk over for lunch, so we have this neat relationship with the Zoo's "Browse Team" whereby we cut it and drop it at a spot which they can drive up to and uber it over to the Zoo for the elephants. We need volunteer teams to help cut down the grass (with loppers) but there are many other nearby conservation tasks we can keep you busy with too, just to make things more interesting for you.

The Whau River Catchment Trust provide tools, gloves and any equipment needed along with a health and safety briefing at the beginning and a background to each task. Sandra is a first aider and will have a first aid kit on site. They aim to make it a fun morning and explain the value of the sites that these businesses back onto and how The Trust is working to conserve them. Volunteers will need stout footwear and clothes that fully cover arms and legs.



It is suggested that people book at least a week ahead so Sandra can decide the best site according to the numbers. Tasks on the east side of the peninsula will focus on native bush restoration and creation of a habitat for Fernbirds. We will be mulching with woodchip, pulling out wattle seedlings and ring barking more mature specimens. We will also control exotic weeds such as blue morning glory, woolly nightshade and privet. Fernbirds are poor flyers and susceptible to predation. Controlling these exotic weeds brings on good growth of the dense shrubby native plants that Fernbirds need for cover and nesting.

If your work team would love to work outdoors for a couple of hours, come and help feed the zoo elephants, help control an exotic weed and learn a bit more about the work of The Whau River Catchment Trust then contact us at [info@whauriver.org.nz](mailto:info@whauriver.org.nz) OR phone Sandra on **021 295 0302**.

Sandra will be working in Rosebank on Wednesday 21st October and Wednesday 28th October 2020 with sessions running from 10am - 12.30pm. If you have any questions please don't hesitate to contact Kim: [kim@rosebankbusiness.co.nz](mailto:kim@rosebankbusiness.co.nz)

# DREAMING OF A GREEN CHRISTMAS PARTY?



*Treat your staff to a fun end of year celebration and enjoy an hour or two of bowls followed by a BBQ lunch or dinner*

*\$5 per person gets you green hire, bowls hire, and access to our well-stocked and reasonably priced bar*

*For an extra \$25 use our XXL gas BBQ*

Well kept and comfortable clubrooms with air conditioning, indoor bowls, a pool table, darts board, and a covered outdoor deck so the fun doesn't stop even if it snows

**BOOK NOW!**

25A Glendale Road / 027 418 1397  
[enquiries@glenedenbowlingclub.org.nz](mailto:enquiries@glenedenbowlingclub.org.nz)

**PLAY BOWLS** *Have a go!*



# MyHR

People are an integral part of any business

**People are an integral part of any business. How we manage and nurture these relationships is key. MyHR was developed as an HR service and software platform, covering all the needs of the employee life cycle. The company provides cost effective, outsourced HR for businesses of five to 500.**

When Covid hit, no one could have anticipated the impact it would have on business in New Zealand. MyHR, using a tailored software programme alongside dedicated HR account managers, knows the importance of having strong HR systems in place. As the country has moved through alert levels, businesses are being forced to look at the way people are managed at a rate not seen before. During the nationwide lockdown, MyHR saw a 1000% increase in demand for restructure support services.

“During lockdown, we were involved with around 88 restructures per week with our clients,” says Jason Ennor, the company’s co-founder and CEO. “To put this into perspective; prior to lockdown we were averaging seven restructures a week.”

Jason says there are three pillars needed to uphold strong HR within the workplace: compliance, best practice and customisation. When a company works with the Rosebank Road based company,

it goes through an eight-week implementation programme to ensure each of these pillars are in place and operating effectively.

“It’s important to have these three pillars well established as HR needs for a company are constantly shifting,” says Jason. “Law change, human change and then the economic impact on humans are always evolving.”

Covid has been an extreme example of a shifting landscape. Sean O’Brien, MyHR’s co-founder and COO, says having strong HR systems in place ensures issues can be dealt with quickly and effectively to give businesses more time to focus on the work at play.

Throughout Covid, one of the biggest parts of MyHR’s response has been in its understanding of the wage subsidy.

“With so much information out there, it has been getting the right answers to clients for their individual business needs,” says Sean. “At times it’s even just been offering emotional support – there has been a lot at play.”

As the 30 strong team at MyHR had a massive spike in workload during the initial lockdown, they also saw the work environment

**You can't simply roll out a blanket approach when it comes to HR.**

changing. Working from home forced the team to look differently at how they operated. The team of 15 HR professionals, all tertiary trained in HR, often deal with highly confidential information.

Sean says being in the room together to discuss companies different HR needs and cross check legal requirements is integral to the way they work.

While unable to be in the same office, the team kept the office 'vibe' going through regular Zoom meetings and app Slack.

"The team nailed it," says Sean. "We were so proud of the work they did through this time."

Both Sean and Jason believe a broad template model of HR can be dangerous for companies as each business has different needs.

"You can't simply roll out a blanket approach when it comes to HR," says Jason. "Our key point of differentiation is our ability to tap into a company's individual requirements. When you sign up for MyHR, it's like you are getting insurance for your business and our customers are seeing this through Covid."

Since the nationwide lockdown, MyHR has seen the amounts of restructures slowly drop once again; however, it is still higher than

pre-Covid rates. Jason says it is also positive to see the creation of new job roles and contracts slowly climbing again also.

"Pre-Covid we were seeing around 350 new jobs a week and during lockdown this dropped dramatically to twelve a week. Now, we are sitting at around 200 new contracts per week."

The duo believe groups like the Rosebank Business Association are more important than ever in times of crisis and highlight the power of a business group like this.

"When things are hard for business owners', the business community within the RBA can become a powerful tool for support," says Sean. "If your business is struggling, you can't as a business owner spend time talking and worrying employees with this. Having other business owners to talk with and having access to trusted information sources is hugely important."

MyHR has seen businesses start to think differently about the way HR is approached as a result of Covid. Sean says MyHR has seen an increase in its services as many businesses see the need for good HR.

"A big part of dealing with Covid for a lot of businesses was managing their people through a tricky time," says Sean. "An event like Covid and the need for extra management is definitely going to expose poor HR systems. We're seeing good growth in new clients who have recognised this and are keen to get their HR house in order."

**MyHR**

**Phone: 0800 MYHR NZ (69 47 69)**

**[www.myhr.works/nz](http://www.myhr.works/nz)**

# We personally deliver investors more options

- ▶ Standard Long Term
- ▶ Executive Rentals
- ▶ Special Events
- ▶ Film Studios
- ▶ Short Term

Join the  
Winners  
Circle



# C-Tech

Innovation has always been at the heart of what C-Tech does

This company's mission statement is exciting: make cool things go fast. When you look at the list of jobs this composite engineering company has done it is clear they practice what they preach.

Alex Vallings and Lyn Holland started C-Tech in 1997 through a shared passion for sailing. Alex originally made carbon components for small yachts from a converted home shed in West Auckland. Using products he made for the 12ft Skiffs he was racing, Alex was able to test out areas of improvement. As his boat continued to win races, other competitors were keen to get hold of carbon spars for their boats. And so C-Tech, a composite manufacturing company, was born. Over time, Alex continued to expand his knowledge and the variety of components made by C-Tech grew.

Today, C-Tech specialises in using carbon fibre as a raw material. Many of the products made by C-Tech are formed from a basic tubular composite shape: round, elliptical, oval, square or rectangular. All the products are manufactured using the same technique of wrapping carbon fibre material around a male mandrel or over a mould, then heat curing the product.

Lyn says the mission statement "make cool things go fast" is not just about speed; it's also about finding improvements and creating efficiency gains for a client.

Leading up to the 31st America's Cup in Auckland (2003) Alex approached team New Zealand with a small sample batten. Team NZ was intrigued and asked to give one a go. When the batten was unable to be broken by the team, Team NZ commissioned a full set. It was a win-win for Team NZ as not only were the battens stronger, they were lighter, too. From here a negotiation was arranged, resulting in C-Tech supplying to both the challenger and defender (Team NZ and Alinghi) for the 2003 America's Cup.

For the 2007 America's Cup in Valencia C-Tech manufactured battens for each of the twelve competing teams. They have become market leaders in the sail batten industry and now supply a wide range of composite parts from foils, masts, spars, and more specific complex componentry to the marine industry.

In 2010, after an impressive amount of work was manufactured from the home workshop, the company moved into its Rosebank Road premises. The new building gave room for larger equipment and provided space to expand the company. A five-axis CNC Router, 15 metre Autoclave and 10 metre long plotter are invaluable pieces of machinery at the warehouse today. By 2017 the company had supplied over 50,000 custom-designed, high specification carbon fibre sail battens to customers in New Zealand and around the world.

Now with a team of 44 staff, C-Tech has seen considerable growth. A shared love

for the ocean dominates the team culture. Whether it be through sailing, kite foil racing or fishing - Lyn says the marine environment is a common interest for many at the company.

While C-Tech is largely focused within the marine industry the expanded capacity and infrastructure at the Rosebank Rd location have allowed the company to move into new areas over the years. C-Tech continues to find exciting work within the industrial, aviation and aerospace sectors.



In the early days, C-Tech found itself making small prototypes for a company with some way-out ideas. Today, as a result of this long-term relationship, C-Tech now manufactures much larger scale equipment for what has become a high-profile company.

“We started as small beginnings with lots of innovation,” says Lyn.

“As the other company has grown, so did our work with them. This is a good example of

what can be produced in New Zealand and

we strongly believe we were there at the right time, in the right place, with the right solution.”

When a client comes to C-Tech for a product, there are two ways the company can work with them. Some clients may already

have engineered designs, while others may come with only a hand-drawn concept. Either approach works and the sales and engineering team actively create with clients to turn concepts into reality.



In 2018, Chris Kitchen was brought on board as a new, additional director alongside Alex and Lyn. Chris began working at the company in 2014 and has a shared history of sailing 18 ft Skiffs with Alex. Having helped develop a family-owned boat company himself (Weta Marine), Chris brought a huge knowledge of the marine industry with him.

“We saw potential in Chris to be the next leader,” says Lyn. “He is the new, young blood and he brings fizz to the company.”

C-Tech was initially very export-driven, exporting 80% of finished goods at one stage. When C-Tech moved to the new premises on Rosebank Road an increase in infrastructure and capability opened opportunities to pick up more work in New Zealand. Today, exports sit at around 45% of what the company does.

“While we haven’t moved away from our marine focus we continue to add other areas to diversify our portfolio and create a more sustainable business,” says Lyn.

The new Covid climate is having unexpected repercussions on export opportunities for C-Tech. As a result, the company is

actively exploring new areas where light, strong composite parts or products can be used within New Zealand.

“We are keen to talk with businesses about what we can offer,” says Director Alex Vallings. “Whether this is in industrial, automotive, optical, aviation, marine or other industries.”

*To approach C-Tech and discuss your needs, visit the team at 551 Rosebank Road or call to make an appointment.*

**Phone: 09 810 8406**  
**www.c-tech.co.nz**



Photo: Sharlene Ferguson - Focal Point Photos

EXPERTS IN EVERYTHING  
**CARBON FIBRE**  
**C-TECH®**

C-Tech Ltd. ph: +64 (0) 810 8406 fax: +64 (0) 828 0095 email: info@C-tech.co.nz www.C-tech.co.nz

# Sustainability



REDUCE



REUSE



RECYCLE



BIODEGRADABLE



COMPOSTABLE



RECYCLABLE



André Hendriks  
Off The Wall Marketing

## What does biodegradable mean?

Decomposition of material under the influence of microorganisms (fungi, bacteria), as a result of which the materials are converted into H<sub>2</sub>O, biomass, CO<sub>2</sub> and/or methane, irrespective of time needed for this process. As there are no time restrictions this could be misleading.

Promotion of biodegradable claims is common, and for this reason should not be made unless part of the compostability explanation. As a result, some countries or states like California have banned the use of the word “biodegradable” in advertising and marketing.

## What does compostable mean?

Decomposition of material into compost in industrial or domestic composting installations within a period of six months. Compostable claims are regulated by a number of international authorities who issue certifications accordingly.

We are starting to see more products labelled as biodegradable, but as consumers, do we know what to do with this product at the end of its use? Are we assuming that everything we buy is biodegradable? And are we understanding the difference between compostable and biodegradable? Today's topic will discuss products that are made from bio-based materials. It's what we call **bioplastics**.

Compostable polymers, often referred to as bioplastics are on the rise and are a sustainable alternative to traditional plastics that do not degrade. More and more products like food packaging, plastic bags and disposable crockery are made from bioplastics. However, there are two different types of plastic, both of which are used under the heading bioplastic, namely biobased plastics and biodegradable plastics. Sounds almost the same, but it certainly isn't.

## Biobased versus biodegradable

Biobased plastics are plastics that are made from plant biomass, like Polylactic acid (PLA), cellulose and plastics based on starch but also the traditional plastics that do not degrade at all. The term biobased therefore just refers to the origin of the material from which the plastics are made, it does not mean that the plastics are also biodegradable. Biobased plastic has many advantages. For example, it reduces greenhouse gas emissions, reduces the demand for petroleum and uses sustainable renewable resources.

The second variant, the biodegradable (compostable) plastic, consists of a material that is completely degraded in industrial composting plants within six months. In such an installation, temperatures up to 65 degrees are common during the process and bacteria breaks the materials down into CO<sub>2</sub> water and humus. In nature, however, this degrading process takes much longer and may take a few years. Biodegradable (compostable) plastics should therefore be returned with organic waste for composting not disposed of as litter.

It's great to see companies like Friendlypak on Rosebank Rd who supply compostable and biodegradable packaging products. They have the largest range in NZ and supply the hospitality and packaging industry.

## Misunderstandings

There are persistent misunderstandings about biobased and biodegradable plastics and there is still a lot of uncertainty amongst consumers. There is a big misunderstanding about the processing and recycling of both types of plastic. Biobased traditional plastics, that do not degrade, consist of the same polymers as traditional fossil petroleum plastics and can therefore be recycled in the current sorting and mechanical recycling process. This is in contrast to the biodegradable plastics which, when mixed with traditional non degradable plastics, have a contaminating negative impact on the quality of the recycled plastic. For this reason, they should be composted not recycled or landfilled.

Note that just because a plastic product is biobased it does not necessarily mean the product is biodegradable or compostable.

Currently the New Zealand Government is been advised about standardization of curbside recycling within New Zealand. If this happens, we are going to see a better system for food-waste, compostable packaging and recycling along with other products.

I will definitely address this subject in a future article following any Government decisions.

**As a marketing company, Off The Wall Marketing aims to play a proactive and leading role in the use of sustainable and renewable products in advertising and packaging. We have the passion and expertise to advise other businesses in becoming more sustainable.**

**Andre Hendriks, 021 073 4711  
www.offthewallmarketing.co.nz  
info@offthewallmarketing.co.nz**





Cushla Barfoot  
Wilkinson Environmental Ltd

# ARE YOU PREPARED FOR A SPILL?

*Note: the authors company does not sell spill kits but has given independent advice to thousands of NZ companies on best practice spill response.*

**Any Rosebank business using or storing liquids or dry raw materials, including non-hazardous substances on their site is at risk of a spill, which could enter a stormwater drain and cause pollution of the Whau River.**

A good spill kit is crucial to responding effectively to a spill, it needs to be readily available, easy to deploy and staff need to know how to use the equipment.

### What you should have in a spill kit?

Important items that all spill kits should have:

1. PPE - gloves, safety glasses, and disposable overalls to keep first responders safe.
2. Drain mat - a thick rubber mat/s to cover stormwater drain/s. We highly recommend these in every spill kit, as they provide a very quick way to stop a spill entering a drain.
3. Booms - long, sausage-shaped booms are useful for creating dams to block the flow of spills. Try and find a spill kit that has heavy booms. Some of the small, lightweight booms are not effective.
4. Absorbent material - sand, peat, sawdust or zeolite (kitty litter). These are used to block the flow of a spill and to soak up liquids during clean-up. The absorbent you choose depends on the substances you handle on site. Some chemicals, such as oxidisers (Hazardous Substance Class 5) can react dangerously with peat or sawdust absorbents. If you have these substances, you must have a chemical spill kit with a mineral absorbent such as zeolite.
5. Absorbent pads - as well as loose material it is useful to have absorbent pads to help with spill clean-up.
6. Heavy duty plastic bags and a dustpan and brush for clean-up and disposal.
7. Optional extras include sandbags or absorbent socks to protect drains, instant putty to seal holes or splits in containers.
8. Content list - keep a list of all the contents that should be in your spill kit. That way you can easily check if something is missing.

**A good spill kit is crucial to responding effectively to a spill.**

### Spill Kit Tips

- Locate spill kits in high risk locations - usually near outside loading/unloading areas.
- Clearly label spill kits and always keep them in the same location - consider marking an area on the ground where they should always be.
- Use a thin cable-tie to seal the bin, or place a cover over the lid, to stop people using them as rubbish bins.
- Make sure staff are shown what is in the spill kit and how to use them. Hold a spill drill regularly to practice using spill equipment.

### Where to Buy

You can either buy a spill kit (there are plenty of providers online) or make one up yourself with a wheelie bin and the items above. The size will depend on the type and volume of liquids you have on site. Some companies will also lease spill kits to you and offer a restocking service.

*Wilkinson Environmental Ltd have audited more than 4000 business across New Zealand focusing on their spill risks and have delivered spill training to more than 500 staff.*

**To book a spill training session, or for more information contact Wilkinson Environmental Ltd on 09 948 2597 or email [info@wenz.co.nz](mailto:info@wenz.co.nz) [www.wenz.co.nz](http://www.wenz.co.nz)**



# Member Profiles

We profile **New Members** of the Rosebank Business Association

## AccountabilityNet

### Accountable for your success!

AccountabilityNet are a down to earth company who are approachable and committed to providing affordable business and taxation services to folk who want a holistic approach to their financial wellbeing.

They can take care of all your essential accounting and tax compliance, and work with you to grow your business. Michael McCook founded AccountabilityNet in 1996 and Shigang Ma became a partner in 2006. The practice has grown tremendously over the years, yet retains the personal, approachable character which is the cornerstone of their business.

Entrepreneurially minded, Michael understands the joys and frustrations of business ownership well and is a staunch advocate for small business in New Zealand. They have been working with businesses for more than twenty years, and currently have six staff who provide friendly, professional business and taxation services to forward-thinking companies and individuals alike.

AccountabilityNet looks at a business from more than just an accounting perspective so you can achieve your financial objectives sooner, ensuring that the right business structures are in place for asset planning and wealth protection.

They provide accounting packages from Basic to Tailored to suit your business needs, with monthly payment plans so you know in advance what your accounting costs will be. They also specialise in dealing with the IRD for Tax Debt Negotiations, Tax Arrears & Tax Investigations.

AccountabilityNet were one of the first accountants to adopt cloud accounting systems. They also offer mobile Certified Xero Training services Auckland-wide - and will help you find the latest recommended systems to automate your business in areas such as job costing and payroll to cut your administration time in half!

In short, AccountabilityNet want to be a partner in your business, not only improving your business but by adding value to your life and maximizing your future success.



AccountabilityNet  
Unit F, 44/46 Constellation Drive, Rosedale, Auckland 0632  
Phone: 09 477 2400  
[www.accountabilitynet.co.nz](http://www.accountabilitynet.co.nz)



## The Business Planner

### Balancing numbers

Robert Erskine is an experienced accountant who after a good number of years working in the United Kingdom decided in 2005 that it was time to move his young family back to New Zealand where he took on Chief Financial Officer (CFO) roles.

Four years ago, he went out on his own and set up The Business Planner. Rob's aim has been to help small to medium sized businesses by offering ongoing financial and operational advice through his 'CFO for Hire' service. It's a part-time service for businesses that can't substantiate having a full time CFO but that still need senior finance advisory support to help manage both internal and external influences on the business.

His focus is on making sure your business is stable from a cashflow, financial and operational perspective as a path to generating sustainable profits. It's an operational role whereby he will come into the business to find out what really is happening as opposed to offering virtual support. Key to Rob's engagement is developing a strong working relationship with owners/managers and their teams. He essentially becomes part of your team.

The support Rob offers includes providing strong governance covers monthly reporting needs and the analysis of business performance. He also identifies and manages businesses risks, has input into business strategy and into the business's need and ability to manage change. He looks at the impact on a business from the market itself and how you should respond to changes therein, as well as to desired internal changes that help improve efficiencies and processes which in turn strengthen business profitability and value.

One advantage of utilizing Rob is that as an outside source he can give an independent focus on a problem, possibly suggesting solutions that hadn't previously been thought of. With his extensive experience and other resources he has available, Rob can dig into the financial details and data of a business to find out how it is really performing. In times like these, this is of immense value.

The Business Planner  
Phone: 021 254 7169  
[www.thebusinessplanner.co.nz](http://www.thebusinessplanner.co.nz)

## Snap Fitness Avondale 24/7

### Snap to it

Snap Fitness Avondale are big on creating a fun educational, family-based and community focused environment to support people through their health and fitness journey.

They have just celebrated their 3rd year in Rosebank moving into their current Jomac Place location on the 1st September 2017. Over the past three years membership has grown and Snap Fitness Avondale currently have over 1000 members comprised of residents and workers from local businesses.

Their Club Manager Nina Tollemache and four qualified personal trainers are committed to offering a state of art fitness facility, with a high level of service and a range of personalised programmes to suit any individual's needs. Over Covid-19 lockdown they were able to touch base with their members through social media by offering workouts, tips and meal plans online.

On a community level, Snap Fitness Avondale have been involved in active sessions to promote health to kids at both Rosebank Primary and Avondale College as well as contributing to raising over \$55,000 in 2019 for the "I AM HOPE" charity through their six week challenge. The McCarthy group and team at Snap Fitness Avondale are committed to repeating those efforts in 2020 with their upcoming 28-day challenge emphasizing the importance of mental health and well-being with all proceeds going to help "I AM HOPE" and their counselling services.

Snap Fitness Avondale are prolific in Boot Camp classes which run three times a week to motivate members as well as attracting new members to the gym who are looking for an exercise regime that is fun and group based.

When you enter their premises, you are greeted with high ceilings, open space and a large range of exercise machines to work out on. Private showers are available with an option to grab a sports drink and protein bar from the vending machine on your way out.

With ongoing support from their loyal members, the team at Snap Fitness Avondale will continue to provide professional service, a welcoming atmosphere and support that generates results!



Snap Fitness Avondale  
Unit 2-3, 2 Jomac Place, Avondale, Auckland 1026  
Phone: 09 930 7405  
[www.snapfitness.com/nz/gyms/avondale](http://www.snapfitness.com/nz/gyms/avondale)



## Security Specialists

### Your security is our business

Founding Managing Director Greg Angell formed Security Specialists in Dunedin in 1990. He now has additional offices situated in Christchurch, and the Auckland branch has been operating since 2005, moving to Fremlin Place in May 2020. The Auckland office comprises of six staff (Mike Farrelly and five technicians) with Greg travelling every two weeks pre-COVID to support the Auckland team.

Security Specialists specialize in commercial electronic security and their products and services include CCTV, alarm systems, card access control, security lighting, intercoms, checkpoint, security consultation and design as well as security system maintenance.

On the flip side, their communication services cover data and ICT structured cabling (integrated) to install copper and fibre networks within a building, in addition to Wi-Fi access points.

Previous projects have included access control and CCTV for all South Island power stations and they are currently working on completing the Acute Services Hospital Building in Christchurch which will have over 700 access-controlled doors and 200 cameras. Auckland hasn't been left out of the picture with projects completed for Auckland City Mission and the PWC building.

Current work is in progress on the new Horizon Hotel in Hobson Street where Security Specialists are involved in a \$2 million project installing access control and CCTV, as well as at SkyCity installing structured data cabling for the "All Black Experience" which is an interactive museum giving the public a chance to stand virtually 10 metres back from the All Blacks as they lay down their world famous haka challenge.

Security Specialists use a combination of manufacturers with Gallagher's in Hamilton supplying their access control units along with Paradox, DSC, Aiphone, Hikvision and numerous others contributing to the services Security Specialists have to offer.

Although Security Specialists are involved in large scale projects, they also install and maintain smaller systems that are suited for office buildings and warehouse set ups. Being on call 24 hours per day allows for Security Specialists to be available at any time as your security is their business.

Security Specialists  
3A Fremlin Place, Avondale, Auckland 1026  
Phone: 09 307 1540 0800 732 873  
[www.securityspecialists.nz](http://www.securityspecialists.nz)

# Kim's Corner

Kim Watts RBA Membership Manager

Phone: 021 639 509, kim@rosebankbusiness.co.nz



“Spending time outside is another great way to alleviate stress and improve mental health. Sun exposure in healthy doses has been proven to increase serotonin, known as the ‘happy chemical’ in the human body. Thus, the importance of distancing ourselves from technology, taking in the environment and breathing in the fresh air, even for half an hour a day, is an effective and natural way of relieving stress. “

“We can also improve our work-life balance by getting more active. With many businesses in the Rosebank area being office jobs, there is a tendency by the end of the day to feel a bit lousy, unproductive and down. This can likely be attributed to a lack of endorphins, the chemical our body produces which relieves stress and boosts self-esteem. A common way to increase our endorphins is through exercising and getting active a few times a week.”

“These three channels to improve our mental health and reduce our stress levels can be easily actioned through helping local Rosebank charity, The Whau River Catchment Trust. The Trust’s goal is to clean up the beautiful Whau River waterway and foster native habitats along the coastline. However, The Trust cannot do so alone and welcomes volunteers to get active out in the sun on their restoration and planting days. We encourage workers in the Rosebank area to volunteer with the Trust and reap the mutual benefits for our mental health and our local environment.”

To get in touch to volunteer, please contact [sandra@whauriver.org.nz](mailto:sandra@whauriver.org.nz)

I met with Marcelle Domingo and fellow colleagues from AUT’s ‘Outside the Square’ and in collaboration with The Whau River Catchment Trust they have come together to promote “World Habitat Day”.

Marcelle explains below how volunteering not only helps our local community but also the benefits it has on workplace wellbeing.

“Our modern work lifestyle is busy, bustling and most of all stressful. Whether you spend your workdays sitting at a desk, doing physical labour or dealing with people, there seems to be a never-ending list of things for us to do. Plus, these day-to-day burdens have been multiplied by the Covid-19 pandemic, as financial struggles and mental health problems add to people’s stress levels. Now more than ever we need to keep a healthy work-life balance, and with the help and example of the Whau River Catchment Trust, we can achieve this right here in Rosebank.”

“One such way we can achieve better

work-life balance is through volunteering and caring for our local Rosebank area. Volunteering provides a perfect avenue in



which we are not only doing something good for others, but also for ourselves. Studies have found that negative feelings like stress, anger, and anxiety can be allayed by helping others and making a difference to one’s local environment. Through volunteering and acts of charity, we can also attain a sense of personal satisfaction and self-fulfilment.”

**WJHR**  
**Rosebank**  
Business Association

**HR Advice Line**  
**0800 694 769**  
Stronger together

# Business Nuts & Bolts

Business to Business advice from **RBA Members**



Warwick Russell  
SMEric Insights

## Challenges and Opportunities of Demand Forecasting During COVID-19

**COVID-19 is a black swan event and most of the critical demand forecasts that underpin your business could be wrong for the next 3-12 months, if not more. History is no longer a predictor of future demand. You will need to adjust your short-term forecasts during the crisis and medium-term forecasts when the recovery begins.**

Different industries and regions have been affected in different ways and the recovery will be uneven too. Consumers are changing their behaviours - what they are buying, how often they are buying, how much they are buying at one time and the purchasing channel they use. Grocery, health, cleaning products, home renovations and domestic travel spending has gone up along with a focus on sourcing local. But spending on vehicles, clothing/footwear and eating out is down.

As people go back to work and a new 'normal' is established, it is unlikely that customer behaviour will return to its former patterns. Unpredictable demand is here to stay as social distancing policies are modified with potential easing and then re-introducing higher alert levels.

With uncertainty ahead, demand forecasting will remain very difficult and inventory management teams will need the best tools and forecasting methods for the job.

### Reacting to demand trends caused by COVID-19

Many companies will need to increase their investment in analytics and insights to monitor demand trends and ensure stock levels match customer requirements.

Demand will shift fast and inventory managers will need to move on from manual forecasting or get left behind. With up-to-date forecasts, inventory management teams can react quickly, maximising sales opportunities, but also preventing build-up of excessive stock.

### Combining demand forecasting technology with human insights

Human insights are a useful addition to quantitative inventory forecasts when demand is unstable and not following historic trends. Use feedback from your sales teams, market intelligence, insights from your customers and trends in COVID case numbers.

### Minimising inaccurate demand due to COVID-19

Producing forecasts with 100% accuracy is going to be impossible with the current level of uncertainty. But there are a few things to do to put a safety margin in place to help prevent stockouts or increases in surplus inventory.

#### 1. Ongoing demand tracking

Track your actual demand on a daily basis and spot anything deviating significantly from its projection and then adjust reordering if needed.

#### 2. Risk of running out of stock

By regularly comparing forecasts to current stock levels and supplier lead times, you will be alert to potential stockouts and able to confirm if an order should be placed. It's also critical to identify items that are the most critical to your supply chain e.g. those that you rely on to keep production flowing or that your customers can't do without and consider increased safety stock levels, particularly where there may be delays in supply. The COVID-19 pandemic will be affecting consumer behaviour and demand forecasting will be challenging for a while. A good inventory system and demand forecasting will better prepare you for the future.

**CARS • TRUCKS • TRACTORS • TRAILERS • FORK HOISTS**

**GREAT DEAL Niall**

**mullins tyres**

**AVONDALE, 642 ROSEBANK ROAD, PH 828 1116 • TRUCK SHOP, 354 ROSEBANK ROAD, PH 828 1117**

# Choosing which option is best for you really depends on your circumstances



Wade Hansen  
Smith & Partners Lawyers

## Selling your business or moving premises? Assigning a commercial lease

### What are your liabilities when you assign a commercial lease?

If you are part way through a commercial lease and want to arrange for someone else to take over the lease, you will need to "assign" the lease. An assignment of lease is when you assign your obligations to the landlord under the

lease, to a new tenant. This new tenant will become responsible for paying the rent, outgoings, renewing the lease, etc.

You might consider this option if you are thinking about selling your business or moving your business to new premises. Unfortunately, commercial leases do not allow tenants to just cancel the lease part way through a tenancy term unless the landlord agrees (this is unlikely unless you have been a bad tenant), so this is why an assignment is necessary. But what happens if you have provided a guarantee under your original lease?

### What is a guarantor?

A guarantor is the person or persons recorded in the Deed of Lease as guarantor, and who agree to fulfil the obligations of the tenant if they fail to do so. Most of the time, these obligations relate to paying outstanding rent and outgoings due under the lease.

### Are you still liable as guarantor when you assign a lease?

The short answer is yes, you are still liable as guarantor of a lease if you assign it. The standard terms of lease state that if the new tenant and their guarantor (if any) aren't able to pay the rent and outgoings under the lease, the landlord can come back and call on you as guarantor, even though you have assigned the lease, to pay the overdue rents and fix any breaches under the lease.

How long will you be liable for and for how much?

You will be liable for all amounts owing under the lease up until the end of the lease term (including any renewed terms).

### How can you limit your liability and avoid this?

Your liability as guarantor can be limited at two stages – although both require consent of the landlord.

Firstly, on entering into the lease you can limit your guarantee to either a certain amount, a certain time frame, or provide a bank bond of a certain amount.

Or, when you assign the lease, you could ask for your existing guarantee to be valid only up until the end of the current term, and not to include any renewed terms granted under the lease.

So if you assigned your lease after the first year of a three year term, and there are two rights of renewal of three years each, you would only be liable for the remaining two years of the existing term, not for the additional 3-6 years if the assignee chose to renew the lease.

As an alternative to assigning your lease, you could suggest to the landlord that they enter into a new lease with the new tenant. Of course, the terms of this new lease would have to be favourable to the landlord for them to agree.

Choosing which option is best for you really depends on your circumstances and the terms of your lease at the time you wish to get out.

A skilled commercial property lawyer can review the liabilities you have under your current lease and help negotiate with your current landlord and the new tenant/assignee to reduce your ongoing liability.

*If you would like assistance with assigning your commercial lease, contact commercial property lawyer, Wade Hansen on 09 837 6885 or at wade.hansen@smithpartners.co.nz*

FSC  
www.pressprint.co.nz

ph: 09 377 4882    sales@pressprint.co.nz    www.pressprint.co.nz



## For Quality Print & Service

Brochures • Books • Business Cards  
Labels • Packaging • Posters • Flyers • Folders  
and anything printed on paper or card.



Janine Roberts  
Accounting Associate at Haven

## Struggling to plan ahead in your business during these times? Here are 5 tips to help

You may have had a solid plan for your business, but when the COVID-19 pandemic hit, it likely went straight out the window. You know you need to jump back into planning mode to keep your business viable, but how can you plan ahead when the future is so uncertain? Here are some tips to help you through:

### 1. Be realistic

It's probably not going to be much fun looking at your cash flow right now compared to this time last year, but it's important to face up to the reality that you're dealing with in order to make a successful business plan. Burying your head in the sand is only going to hurt you in the long run, so be sure to sit down with an accountant and lay it all on the table. Then you can decide where to start.

### 2. Keep your goals in mind

At the moment, you're likely in survival mode and just taking it day by day. There's nothing wrong with that, but it can keep you in a pretty defeatist state with nothing to look forward to. Make sure that any exciting goals you had are still in your planning - it might take a little while longer to reach them, but it will keep you going and give you a reason to stay motivated.

### 3. Embrace change

During times like these, the way you've always done things is likely going to need to change. We're in a whole new environment and as scary as that is, it's a great opportunity for you to embrace new opportunities. Maybe you've always been meaning to move your business into a more digital space but never got around to it – now is definitely the time to make that a priority.

### 4. Identify your biggest risks

If you're just hanging in there, losing one of your biggest clients could be the nail in the coffin, as terribly morbid as that sounds. So, it's best to plan for these kinds of things to make sure you're prepared. Check over your insurance and your ACC to see that it still covers what you need to protect the most, and make a plan for the worst - even though it might seem like that's already happened, you don't want to be caught out if something else unexpected happens.

### 5. Support your team

If you're feeling uncertain, it's very likely that your team is too. Make sure you're catching up regularly with your employees to check in with how they're doing. They're also a great resource for feedback and ideas, particularly the people who are in the trenches every day - they might have some great ways to streamline your processes. Even just a quick catch up every day will help them to feel valued and supported.

Times might be tough, but us Kiwis are pretty resilient, and we know how to think outside of the box to make things work. The key is to embrace change, be adaptable, and get your planning right.

**Embrace  
change, be  
adaptable  
and get your  
planning  
right**



**PANELBEATERS**  
(2005) LTD

**KEEP YOUR FLEET LOOKING SHARP  
FAST TURNAROUND AND QUALITY SERVICE**

We provide fast efficient turnaround, discounted rates for Company/Fleet vehicles, 5 Star service, free pick up/delivery. An outstanding reputation spanning over 35 years, NZ Owned/operated



**SMASH REPAIRS? LET US HELP YOU**

Contact: [office@cameronpanel.co.nz](mailto:office@cameronpanel.co.nz) (09) 827 0787  
[www.cameronpanel.co.nz](http://www.cameronpanel.co.nz) 11 Puriri Street, New Lynn

# Got the cover you need?



Don't wait until claim time to find out if you have the right insurance for your business.

We're offering RBA members a free and independent insurance review.

We'll undertake a comprehensive analysis of your business risk and advise if there are any gaps in your current insurance cover.

We specialize in business insurance for small to medium enterprises across all industries from Cape Reinga to Bluff, including:

- Material damage (business contents)
- Business interruption
- Commercial motor vehicle & fleets
- Mobile plant & equipment
- Cyber liability
- Public liability
- Professional indemnity
- Key person cover
- Shareholders protection
- Directors & officers liability

And more...

To arrange your review, simply contact Charlton or Bernie.

**Charlton Cowley**

021 713 677  
charlton.cowley@abbott.co.nz

**Bernie McCrea**

027 486 2501  
bernard.mccrea@abbott.co.nz



Abbott Insurance Brokers  
1/527A Rosebank Road  
Avondale, Auckland

---

Insurance reviews will be conducted in confidence and no information obtained for the purposes of the insurance review will be shared with the Rosebank Business Association (RBA) or any member of the RBA. The RBA will receive a referral fee for introductions that result in new business for the Abbott Group.